## 2014

# Texas Capital Fund Real Estate/Infrastructure Programs Short Form Application



Texas Department of Agriculture 1700 N. Congress P.O. Box 12847 Austin, Texas 78711 TO: Non-Entitlement City & County Governments (Applicant)

FROM: Texas Department of Agriculture (TDA)

SUBJECT: Application for the Texas Capital Fund Infrastructure Improvements & Real Estate Development

Programs – Program Year 2013

Thank you for your interest in the Texas Capital Fund (TCF). TCF was created to improve the Texas economy by encouraging business development, retention, or expansion. These goals are accomplished by providing infrastructure grants, real estate development funds, and main street/downtown improvement funds to qualified applicants.

This document provides the procedures and forms for preparing a Short Form Application. Also, forms may be obtained through e-mail. Please refer to the Guidelines for comprehensive information pertaining to the Texas Capital Fund. All Short Form Applications and required documentation are due to the Department by 5:00 PM on the 20<sup>th</sup> of the month, or the next business day if the 20<sup>th</sup> is not a regular business day. Late applications or applications with missing documentation will be held for re-submission the following month. The completed Short Form Application and any requests for additional information should be addressed to:

Texas Capital Fund Office of Rural Affairs Texas Department of Agriculture 1700 N. Congress Stephen F. Austin Bldg., Rm. 220 Austin, Texas 78701

FAX (888) 216-9867 E-mail: Chris.Reynolds@TexasAgriculture.gov Website: http://www.TexasAgriculture.gov

TDD/ITT 1-800-735-2988. The Texas Department of Agriculture is an equal opportunity employer/program. Auxiliary aids and services will be made available upon request to individuals with disabilities.

## Application/Review checklist for Texas Capital Fund Infrastructure & Real Estate Development Programs

The following items **must** be included in the application in the order in which they are listed, and **all documents must be originals**. Only one complete application should be submitted <u>in</u> a three-ring binder with tabs identifying each section. <u>All documentation</u> must be placed in the appropriate section. Failure to comply may result in loss of application points, unnecessary delay of evaluation of the application and/or a more extensive deficiency letter.

If the application is found to be substantially incomplete it will be denied without further consideration. Scores are reviewed and finalized based on information contained in the application. Applications, information and/or documentation received after the 20<sup>th</sup> of each month will not be considered for scoring purposes until the end of the following month. Applications identified by the Texas Department of Agriculture as in the funding range will be given 30 calendar days to provide additional project details, business & personal financial information, business information, maps, cost estimates, public notices, applicant representations & certification, etc. before the evaluation process may continue. Failure to provide the requested documentation or to respond to deficiency requests may result in an application being <u>denied</u>.

Applicants will be required to complete and provide the Public Hearing process documentation, an applicant resolution supporting the application/project, certifications, etc. if determined to be in the funding range.

<sup>&</sup>lt;sup>c</sup> indicates information that is generally prepared/submitted by the applicant

		nation that is generally prepared/submitted by the applicant	Applicant				
F D	4	TEXAS CAPITAL FUND	Use				
Use Only	artment v	(All pages referenced are in the Application unless otherwise noted)					
	,		complete				
Complete	Incomplete	Application Contents	NA if not applicable				
		Presentation of Application <sup>c</sup>					
		1. Originals only					
		2. Application presented in a three-ring binder with divider tabs					
		3. The following documentation <b>must</b> be placed in the immediate front of the binder:					
		a. Application/Review checklist executed by business and applicant					
		b. Score Sheet					
		c. All documentation to support the score you claim in each category					
		Section A - Application & Project Information <sup>a</sup>					
		1. Applicant & Business Information – see pages 6 thru 9					
		2. Project Information – see pages 10-11					
		, , , , , , , , , , , , , , , , , , ,					
		Section B - Employment Forms/Letters <sup>b</sup>					
		Must be provided by each business in "multiple business" applications.					
		1. Job commitment letter (creation and/or retention) from business(es)					
		2. Please provide a completed <i>Employment Projections Form</i> – see page 12 and Appendix A					
		3. Documentation to support job retention – see Section 1, Guidelines, pg. 13					
		Section C - Sources and Uses and Budget Justifications <sup>a</sup>					
		1. Sources and Uses of Funds Form – see page 13					
		2. Area Map, drawn to scale, showing project location site in community (Guidelines, pg. 24-25)					
		3. Business Financial Commitment Letter (Guidelines pg. 24-25) All businesses.					
		4. <b>Business Verification of Deposit</b> (s) (see page 14 & Guidelines, pg. 28) All businesses.					
		5. Lender Commitment Letter					
		6. Other Financial Commitment Letter/Resolution					
		7. Other verification of Deposit(s)					
		8. <b>Letter From Applicant</b> – Provide a letter addressing the inability to fund the project citing specific					
		reasons.					

<sup>&</sup>lt;sup>a</sup> indicates information that is generally prepared/submitted by the applicant & the business(es)

b indicates information that is generally prepared/submitted by the business(es)

For Department Use Only	TEXAS CAPITAL FUND  (All pages referenced are in the Application unless otherwise noted)	Applicant Use  Initial if complete NA if not		
Complete Incomplete	Application Contents			
	Section D - Business Plan Executive Summary <sup>b</sup> –			
	Must be provided by each business in "multiple business" applications.			
	Please have the business provide a brief overview of the following business plan topics. This should			
	consist of no more than 2-5 pages of information.			
	1. Business Basic Information (include information on legal structure, owners, history of business,			
	locations, etc.)			
	2. <b>Products and/or Services</b> (describe products/services originating at this location and company			
	wide.			
	3. Market (include information on product demand, total market, target market, the niche of the			
	business, etc.)			
	4. <b>Operations</b> (include information on location, physical facility, labor, suppliers, regulatory			
	requirements, etc.)			
	5. Marketing (include information on how the business intends to market product, promotions,			
•	advertising, distribution channels, customer conveniences, etc.)			
	6. Management Experience/History and Organization Chart			
	7. Description of Proposed TCF Project			

The applicant and business(es), by and through their agents' signatures below: (1) certify that all information provided in connection with this application at any time is true and correct to the best of their knowledge; (2) acknowledge that any misrepresentation or false statement made in connection with this application, whether intentional or not, will constitute grounds for denial, pursuant to this application and/or assessment of monetary administrative penalties. If signed by an agent (including employee) of the applicant or business(es), the person signing certifies that he or she is authorized to make the preceding certifications.

<u>City/County</u> <u>Business(es)</u>

Typed or Printed Name	Typed or Printed Name
Signature	Signature
T. 10	D t mid
Local Government Title	Business Title
Date	Date
<u>Business(es)</u>	
	Typed or Printed Name
Typed or Printed Name	
1)   01   1111100   1   111110	
Typed of Timed Tume	Signature
	Signature
Signature	Signature
Signature	Signature  Business Title
Signature	Business Title
Signature	

### **2014 Texas Capital Fund Application Scores**

Name of Applicant

<u>PLACE SUPPORT DOCUMENTATION IMMEDIATELY BEHIND THIS FORM.</u> Support documentation must be submitted for verification purposes, otherwise the category will be scored 0.

Community Dist	ress/Need (Max 40 Points)	Score		
	lable quarterly (most recent 3 months averaged) county rate.			
Score 5 points if this figure meets or exceeds the state a				
	for individuals (from the most recent American Community			
	is figure meets or exceeds the state average. Score 10 points if	,		
this figure exceeds 15% of the state average. (Maximus				
<u>-</u>	ty has been awarded zero TCF contracts in the current or the	 		
preceding 2 calendar years.		<u> </u>		
	all cities and counties using the most recent decennial Census	 		
	ated in a county with a population of 35,000 or less; and score 5	i !		
additional points if the population of the city is less than 5,000. For <u>counties</u> : score <b>5</b> points if the county population is				
	unty population is less than 15,000. Community population	i !		
figures are net of the population held in adult/juvenile c		<u> </u>		
	t have a per capita income level below the state average using	i !		
the most recent available American Community Survey		<u> </u>		
	(Max 35 points)			
	commitment, created &/or retained, divided by applicant's	i		
most recent decennial Census population = = 00.407 = 10 miles if this flavor avaida 00060 an	job impact ratio Score 5 points if this figure exceeds	l		
	and score 15 points if this figure exceeds .01455. (Maximum 15	l		
points)  Cost per ich: The total amount of the (requested) TCE	F award is \$, including administration, divided by			
the total number of jobs created/retained by all business				
	e 5 points if the cost per job is less than \$20,000. (Maximum 10	l		
points if the cost per job is less than \$15,000; and score points)	5 points if the cost per job is less than \$20,000. (1714711114111 10			
	rage weekly wage commitment, for all jobs proposed to be			
	recent county, quarterly, private sector average weekly wage.			
	points if this figure exceeds 0.60. (Maximum 10 points)	i		
	phasis (Max 25 points)			
	ned are, or will be employed by a benefiting businesses with the			
	code reported on the business' Texas Workforce Commission	İ		
	Business IRS tax return, documentation from the Texas	İ		
	s's tax identification number, or other documentation from the	ı		
TWC. In a multi-business application, the major emplo		İ		
20 points for NAICS category 3		İ		
15 points for the following NA	ICS categories:	l		
111 Crop Production	42 Wholesale Trade			
112 Animal, milk, poultry & egg production	48-49 Transportation/Warehousing			
113 Forestry/Logging	51 Information (excluding 512-theaters)			
114 Commercial Fishing	5182 Data Processing, Hosting, & Related Services			
115 Support Activities-Agriculture/Forestry	62 Health Care			
211-213 Mining		i		
	when the business offers a choice of medical and prescription			
	r the family (Applicants may not receive points for both the			
NAICS code and health coverage)		<del></del>		
	ing business, in a "multiple business" application, employs less	İ		
	ailding and Procurement Commission (TBPC) as a Historically	İ		
Underutilized Business (HUB). Provide current employ (Max 5 points)	yee count for any/all locations combined and related businesses	İ		
(Max 3 points)		İ		
	TOTAL SCORE			
	IUIAL SCORE	1		

Details for the individual score categories and resources may be found on pages 26-28 in the Guidelines.

#### APPLICATION INFORMATION FORM

#### TRACKING#

APPLICANT INFORMATION									
	<b>Locality Name</b>								
	Locality's DUNS #:		11 Digit Texas Tax I.D. #:						
	PHY	SICAL	L ADDRESS						
	Address (No P.O. Box)								
	City	State	Zip		County				
$\mathbf{A}$	MA	ILING A	ADDRE	ESS					
SECTION	P.O. Box		_						
$\mathbf{S}$	City	State	Zip		County				
		Short Description of Project: ( <b>Required</b> )							
	Fiscal Year End								
	Type of Project								
	Infrastructure								
	Real Estate  Infrastructure and Real Estate								
	minustracture and real Estate								
	T' AN	ELECTI							
	☐ Mayor. First Name ☐ Judge		M. I.	Last Name					
			Primary Phone ( <b>Required</b> ) ( ) - Ext.						
В	Secondary Phone ( <b>Required</b> ) ( ) - Ext.			Fax (optional) ( ) - Ext.					
SECTION	Date of term expiration								
SEC	E-mail address ( <b>Required</b> )		Would y  Yes	ou prefer to be cont	acted by E-mail?				
	MA	ILING A	ADDRE	ESS					
	Address								
	City	State	Zip		County				

	LOCALITY						
	☐ Mr. ☐ Mrs. ☐ First Name ☐ Ms. ☐		M. I.	Last Name			
	Title		Primary Phone ( ) - Ext.				
ON C	Secondary Phone (optional) ( ) - Ext.	Fax (optional) ( ) - Ext.					
SECTION	E-mail		Would y	ou prefer to be com	tacted by E-mail?		
	MA	ILING.	ADDRE	ESS			
	Address						
	City	State	Zip		County		
	FINA	ANCE I	DIRECT	OR			
	☐ Mr. ☐ Mrs. ☐ First Name ☐ Ms. ☐		M. I.	Last Name			
	Title:		Primary				
	Company name :	( ) - Ext.					
D	Secondary Phone (optional)			Fax (optional) ( ) - Ext.			
NC	( ) - Ext.			- E	xt.		
SECTION	E-mail			Would you prefer to be contacted by E-mail?  ☐ Yes ☐ No			
	MAILING ADDRESS						
	Address						
	City	State	Zip		County		
	APPLI	CATIO	N PREP	ARER			
	☐ Mr. ☐ Mrs. ☐ First Name ☐ Ms. ☐		M. I.	Last Name			
	Title			Primary Phone ( ) - Ext.			
ON E	Secondary Phone (optional) ( ) - Ext.			Fax (optional) ( ) - Ext.			
SECTION	E-mail			Would you prefer to be contacted by E-mail?  Yes  No			
	MA	ILING	ADDRE	ESS			
	Address						
	City	State	Zip		County		

	LEGISLATIVE NOTIFICATION	I INFORMATION (DISTRICT NU	JMBERS)
	U. S. Representative		District #
	Telephone numbers: Washington Ofc	Regional Ofc	
	State Senator		
F	Telephone numbers: Austin Ofc	Regional Ofc	
	State Representative		
SECTION	Telephone numbers: Austin Ofc	Regional Ofc	
S	State Representative		
	Telephone numbers: Austin Ofc	Regional Ofc	
	State Representative		
	Telephone numbers: Austin Ofc	Regional Ofc	

Complete one page for each business in a "multiple business" application.

	BUSINESS TYPE							
	Please provide the following info goals for this Texas Capital Fund		l the $\mathbf{O}_{\mathrm{l}}$	perating	Businesse	es that will create/retain	jobs and meet the LMI	
	Is the operating business:	Existing		To be es	tablished .	. When?		
	☐ Corporation	Limited I	Liability	Co.				
	Limited Partnership	General F	Partners	hip				
	Sole Proprietorship							
N G	Type of Business:					Primary NAICS/SIC c	ode of business:	
					FORMA	TION		
SECTION G	Full legal business name (owner	's name if sole	e propri	etor – no	aliases)			
	D.B.A. (if applicable)							
	Federal Taxpayer ID No.		DUNS	S Number	r (required)			
	Physical Location of Project:							
	Census Tract:							
	Block Group:							
		PERS	SON T	O CON		(Business)		
	Mr. Mrs. First Name				M. I.	Last Name		
H NC					Primary Phone ( ) - Ext.			
SECTION	Secondary Phone (optional) ( ) - Ext.				Fax (opt			
$\mathbf{SE}$	E-mail				Would you prefer to be contacted by E-mail?			
	2 man				☐ Yes ☐ No			
Ι			MA	ILING	ADDRE	SS		
ION	Address							
SECTION	City			State	Zip	County		
		JOB	CREA	TION	INFORN	 MATION		
ſ	Total number of jobs to be created							
SECTION	Total number of jobs to be retain	ned						
SEC	Total number of Low and Moder	rate Income jo	bs to be	created				
	Total number of Low and Moder	rate Income jo	bs to be	retained				

#### PROJECT INFORMATION

Fill in the blanks and provide extra sheets where necessary. 1. Will the assistance requested have any negative impact(s) or effect(s) on the environment? Yes No Provide a brief description of potential environmental problems, if any. Note: All applicants and businesses funded by TCF will have to comply with federal regulations regarding environmental clearance prior to spending TCF funds, as outlined on the Sources and Uses of Funds form. See requirements and exceptions under environmental review in the program guidelines. 2. Will the assistance requested cause the displacement of individuals, families, businesses, or farms? Yes No Number of: Individuals: Families: Businesses: Farms: 3. Are you or your business(es) involved in any pending lawsuits? Yes No If yes, provide an explanation. 4. Has the business(es) or principal(s) included in this project ever been involved in bankruptcy or insolvency proceedings? If yes, identify the specific business and or principal(s). Chapter 7 Yes \_\_\_\_ No \_\_\_\_ Yes \_\_\_\_ Chapter 11 Date Chapter 13 Yes \_\_\_\_ Date Other Yes Date Note: Generally, business and/or principal bankruptcy disqualifies a project; on a case-by-case basis extenuating circumstances will be evaluated. Provide a detailed explanation and a description of the current legal status, including the cause number and court. 5. Will this project assist "brownfields" being redeveloped? 6. Has the business previously received assistance from the Community Development Block Grant program (in this state or any other state)? If yes, provide an explanation to include when, where, amount, purpose/use of funds, and contact information. 7. Is there sufficient other infrastructure (except as requested in this application) to support this project? Yes \_\_\_\_ No \_\_\_ 8. Discuss any existing or proposed financial incentives (i.e. tax abatement) being provided/offered by local government

to the business.

9.	Is the applicant located in a designated Texas Water Development Board, Economically Distressed Areas Program (EDAP) County?
Ye	s No
	If yes, has the applicant adopted the Model Subdivision Rules? If yes, when?
Ye	s No
10.	Does this project involve a relocation of any kind?
Ye	s No
	If yes, please explain the details of the relocation: (see <b>Relocating Projects</b> in the <i>Guidelines, Section 1, pg. 16</i> )
11.	Will any additional business(es) benefit from or access the proposed infrastructure improvements?
Ye	s No
	If yes, please list the business(es) which will benefit from the proposed improvements. Also, please identify this business(es) on a map in relation to the infrastructure improvements. If any business(es) will be benefiting from the proposed improvements to be paid by TCF, the one (1) year tap-in requirement may apply. See <i>Tap-In Requirement</i> , <i>Guidelines</i> , pg. 31 for more details.
12.	Is the business a Historically Underutilized Business?
Ye	s No
	If yes, business must attach the Texas Building and Procurement Commission certification.
13.	Do(es) the business(es) being assisted provide a product or service to the neighborhood or community?
Ye	s No
14.	Does this project involve building rehabilitation? If yes, how many?
15.	Will any of the proposed improvements be located on a TxDOT controlled highway, road, or right away?
Ye	s No
	Applicant Minority Hiring Information
Dro	wide information on the current status of minerity hiring within your city/county as follows and insert into the

Provide information on the current status of minority hiring within your city/county as follows and insert into the appropriate area of the application.

Total Population	Minority Population	% Minority Population
Applicant Employment Level	Applicant Minority Employment Level	% Minority Population

	describe the <b>CURRENT</b> jobs this activity will <b>retain</b> JOB CATEGORY / GROUP (see Appendix E for category definitions)	#F/T	#P/T	AVG ANNUAL WAGE
A	Officials and Managers			
3.	Professionals			
Z	Technicians			
).	Sales			
E	Office and Clerical			
7.	Craft Worker (skilled)			
3.	Operatives (semi-skilled)			
<del></del>	Laborers (unskilled)			
	Service Workers			
	TOTALS:			
	(see Appendix E for category definitions)			ANNUAL WAGE
				WHOL
A	Officials and Managers			WHOL
3.	Professionals			WAGE
A B	Professionals Technicians			WHOL
3 2 0	Professionals Technicians Sales			WHOL
3 C D	Professionals Technicians Sales Office and Clerical			WHOL
3 C D C	Professionals Technicians Sales Office and Clerical Craft Worker (skilled)			WHOL
3 C D S G	Professionals Technicians Sales Office and Clerical Craft Worker (skilled) Operatives (semi-skilled)			WHOL
3.	Professionals Technicians Sales Office and Clerical Craft Worker (skilled) Operatives (semi-skilled) Laborers (unskilled)			WHOL
B D G G H	Professionals Technicians Sales Office and Clerical Craft Worker (skilled) Operatives (semi-skilled) Laborers (unskilled) Service Workers			WHOL
B D G G H	Professionals Technicians Sales Office and Clerical Craft Worker (skilled) Operatives (semi-skilled) Laborers (unskilled)			
3 C O 3 G	Professionals Technicians Sales Office and Clerical Craft Worker (skilled) Operatives (semi-skilled) Laborers (unskilled) Service Workers			
3 D D S G G	Professionals Technicians Sales Office and Clerical Craft Worker (skilled) Operatives (semi-skilled) Laborers (unskilled) Service Workers TOTALS:	letail.		
3 D J G	Professionals Technicians Sales Office and Clerical Craft Worker (skilled) Operatives (semi-skilled) Laborers (unskilled) Service Workers	letail.		

#### **Sources and Uses of Funds**

Name of Assisted Business	Applicant Name							
Activity	TCF Private/Corporate Injection Injection		Private Lender's Injection		Other Sources Injection		TOTAL	
	\$\$	Source	\$\$	Source	\$\$	Source	\$\$	\$\$
1. Real Estate	***	2020	***	~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	7.7		7.7	7.7
Acquisition								
Equity								
2. Engineering								
3. Infrastructure								
4. Bldg. Construction								
5. M&E-Acquisition								
Equity								
6. Working Capital								
7. Sub-Total								
8. Administration								
9. TOTAL		NOTE: All dollar an		1.14.4		(0100)		

The project amounts, both TCF and match, specified above will be used as the basis for the project amounts identified in the award and contract. Frequently, there are costs and/or expenses in addition to those detailed above. Although, this information will not be used in evaluating the application, please let us know approximately how much the project will total: \$\_\_\_\_\_\_.

TEXAS DEPARTMENT OF AGRICULTU	RE
TEXAS CAPITAL FUND	

#### REQUEST FOR VERIFICATION OF DEPOSIT

APPLICANT: This information will be used by the Texas Department of Agriculture (TDA) to determine whether you qualify as a prospective beneficiary under the Texas Capital Fund (TCF) Program.

#### **INSTRUCTIONS**

<b>APPLICANT BUSINESS:</b> Complete Items 1, 3, 4, & 5.	. Forward directly to the Depository	Institution named in Item 1.	<b>DEPOSITORY:</b>
Please complete Items 6 through 11.			

#### **PART 1 - REQUEST** 1. TO (Depository Name and Address) 1. FROM Texas Capital Fund Texas Department of Agriculture P.O. Box 12847 Austin, Texas 78711 512-936-0273 3. INFORMATION TO BE VERIFIED Type of Account and/or loan Account/Loan in Name of Account/Loan Number Balance \$

**DEPOSITORY:** I have applied for support under the TCF and stated that the balance on deposit and/or outstanding loans with you are as shown

above. You are authorized to verify this information and to supply IDA, identified above, with the information requested in Items 6 through 11.				
4. NAME AND ADDRESS OF APPLICANT(S)	5. SIGNATURE OF APPLICANT(S)			

#### PART II- VERIFICATION

#### **To Be Completed By Depository**

#### 6. DEPOSIT ACCOUNTS OF APPLICANT(S)

		Current Balance	Average Balance for	
Type of Account	Account Number	as of	Previous Two Months	Date Opened
		(actual date)		
		\$		
		\$		
		\$		
		\$		
TALOLING OFFICE VIDING TO ADDITION				

#### 7. LOANS OUTSTANDING TO APPLICANT(S)

			Current Balance			# of Late
		Original	as of	Installments		Payments within
Loan Number	Date of Loan	Amount		(Monthly)	Secured By	last 12 Months
		\$	\$	\$ per		
		\$	\$	\$ per		
		\$	\$	\$ per		
		\$	\$	\$ per		
		\$	\$	\$ per		

- ADDITIONAL INFORMATION, WHICH MAY BE OF ASSISTANCE IN DETERMINATION OF CREDIT WORTHINESS. (Please include information on loans paid-in-full as in Item 7 above).
- 10. Title Signature of Depository Official 11. Date

\$ \$

#### Appendix A

### **Job Category/Group Definitions**

**Officials and Managers -** Occupants requiring administrative personnel who set broad policies, exercise overall responsibility of execution of these policies, and individual departments or special phases of a firm's operations. This includes: Officials, Executives, middle management, plant managers and superintendents, salaried supervisors who are members of management, purchasing agents and buyers, and kindred workers.

**Professional -** Occupants requiring either college graduation or experience of such kind and amount as to provide a comparable background includes: accountants and auditors, airplane pilots and navigators, architects, artists chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, professional and labor relations workers, physical scientists, physicians, social scientists, teachers, and kindred workers.

**Technicians -** Occupants requiring a combination of basic scientific knowledge and manual skill which can be obtained through about 2 years of post-high school education such as is offered in many technical institutions and junior colleges, or through equivalent on the job training. This includes: computer programmers and operators, drafters, engineering aides, junior engineers, mathematic aides, licensed practical or vocational nurses, photographers, radio operators, scientific assistants, surveyors, technical illustrators, technicians (medical, dental, electronic, physical science) and kindred workers.

**Sales -** Occupants engaging wholly or primarily in direct selling. This includes: advertising agenda and sales workers; insurance agents and brokers; real estate agents and brokers; sales workers; demonstrators and retail sales workers; and sales clerks, grocery clerks and cashiers; and kindred workers.

Office and Clerical - Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. This includes: bookkeepers, cashiers, collectors (bills and accounts), messengers and office helpers, office machine operators, shipping and receiving clerks, stenographers, typists, and secretaries, telegraph and telephone operators, and kindred workers.

**Craft Worker (skilled) -** Manual workers of relatively high level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. This includes: the building trades, hourly paid supervisors and lead operators (who are not members of management), mechanic and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, job setters (metal), motion picture projectionists, pattern and model makers, stationary engineers, tailors, and kindred workers.

Operatives (semi-skilled) - Workers who operate machines or other equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. This includes: apprentices (auto mechanics, plumbers, electricians, machinists, mechanics, building trades, metal working trades, printing trades, etc.), operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, dress makers and sewers (except factory), dryer's furnaces workers, heaters (metal), laundry and dry cleaning, operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (except construction and maintenance), photographic process workers, boiler tenders, truck and tractor drivers, weavers (textile), welders and flame metals workers, and kindred workers.

**Laborers** (unskilled) - Workers in manual occupations which generally require no special training perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. This includes: garage laborers; car washers and greasers; gardeners (except farm) and ground keepers; stevedores; wood choppers; laborers performing lifting, digging, mixing, loading, and pulling operations; and kindred workers.

**Service Workers** - Workers in both protective and non-protective service occupations. This includes attendants (hospital and other institutions, professional and personal service, including nurses' aides and orderlies), barbers, chair workers and cleaners, cooks (except household), counter and fountain workers, elevator operators, firefighters and fire protection guards, door keepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, and kindred workers.